



NEGOTIATIONS NEWSLETTER #2

vccfa@telus.net (604) 688-6210 www.vccfa.ca-

Date: October 11, 2006
To: VCCFA Members
From: VCCFA Negotiating Committee

RATIFICATION VOTE IN NOVEMBER – WATCH FOR DETAILS

Bargaining Update

Your negotiating committee continues to be busy gathering information and researching issues. We have held member drop-ins at all campuses, met with individuals and over seventy percent of departments across the College have invited us to meet with them. These meetings have provided direction for the committee as to issues of importance, as well as giving us an opportunity to answer questions and clarify procedures.

As in the past, we anticipate that bargaining will take place in two arenas: local bargaining with VCC administration, and provincial bargaining with other college locals and the employer group – the Post Secondary Employers Association (PSEA).

Provincial Table Talks

To date, your VCCFA President and Negotiating Chair have attended three Provincial Bargaining Council meetings, to discuss the possibility of joining a Common Table. This is a voluntary process and each time, through meetings and many discussions, the group refines a list of common issues and a structure in which to operate. We have been working hard to achieve a structure at that table which we believe will allow us to bargain the best possible agreement for our local. There are thirteen other college locals interested in forming a Common Table.

As with every round of bargaining there are extraneous pressures, and this time is no different. The Liberal government has stated they want labour peace until after the 2010 Olympics and many other public sector unions, including the teachers, Langara and Fraser Valley have already settled their contracts, so these factors will impact the bargaining climate. However, we remain committed to raising issues of concern to our members and our local and we intend to negotiate the best possible agreement.

Why Join a Common Table?

There are several reasons why we are interested in joining a Common Table.

First of all, we have a shared Common Agreement which forms a valued and necessary part of our working conditions and rights and we are committed to keeping it in tact.

Secondly, as one of the larger locals in FPSE, we want our voice to be heard along with the other locals at the table. There will be provincial bargaining whether we join or not, and if we are not there we will have no part in the process and not be able to

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put issues forward. We will not get more than the other colleges by not participating.

Finally, the employers are increasingly more centralized and organized. They have to belong to the PSEA which is accredited by government as the bargaining agent for colleges.

Where to Now?

We look at all the information we have gathered; from members, left over from last time, and other collective agreement concerns, in order to put together a package detailing issues the negotiating committee recommends to be bargained this time. While all issues are important to members, it's not possible to bargain everything.

Bargaining is an on-going process and we will endeavour to recommend a package that we believe will be achievable. Here are some of the issues:

- Protecting the integrity of the Common Agreement
- Salary Increase with equitable distribution to all steps
- Local Pot of money to address local issues
- IRA release increase
- Improvements to PD, benefit coverage, pension and job security language
- Early Retirement Incentive

In addition there is an Incentive/ Bonus from the government if negotiations are completed by March 31, 2007, the end of our current collective agreement, and no job action is taken.

Ratification Process and Voting

We will present the local and provincial demands to be ratified by the membership at a special meeting in early November. You will be voting on the package and whether to join the Common Table. Watch for details!

Thank you for your continued interest and support which is essential for us to be successful. We are only as strong as our members, so your input is very important.

Please contact us for more information and watch for important meeting dates soon!

Maggi Trebble, Chair	(604) 688-6210 Ext 226
Ingrid Kolsteren, Union Office	(604) 688-6210 Ext 227
Karen Shortt, Office and Legal Admin	(604) 443-8525/8639
Malcolm Cant, CACE	(604) 443-8438
Mark Goertz, Library	(604) 871-7183
Rose-Marie Watson, CPE	(604) 871-7280

Upcoming Bargaining Information Sessions

Tuesday, October 17	KEC	Room 2145	11:30 am – 1 pm
Tuesday, October 17	KEC Union Office		5:00 pm – 6:30 pm
Wednesday, October 18	City Centre	Room 616	11:30 am – 1 pm